



2019 HATE AND BIAS REPORT

City of Eugene

This is the eighth annual report on hate and bias crimes and incidents prepared by the Office of Human Rights and Neighborhood Involvement in collaboration with the Eugene Police Department. This report is available online at <https://www.eugene-or.gov/3913>

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Our mission: Eugene's Office of Human Rights & Neighborhood Involvement works to create an equitable, safe and welcoming community. We serve the entire community by providing opportunities for meaningful participation in community conversations, access to government processes and services, and by connecting people to local resources and assistance.

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Hate and Bias Reporting and Response in Eugene

The Eugene City Council has a goal of making Eugene a welcoming and safe Community for everyone. To accomplish that goal, the City of Eugene provides sponsorship for critical community events, supports campaigns to advance human rights, and adopts policies that reflect community values. Those efforts include tracking hate and bias crimes and incidents and providing support to victims of such incidents. Definitions and distinctions between hate and bias crimes and incidents are included in the Methodology section of this report.

Hate and bias crimes and incidents are motivated by prejudice based on actual or perceived race, color, religion, national origin, sexual orientation, gender identity, or disability. In addition to statutory reporting of state and federally classified hate crimes, the Eugene Police Department (EPD) tracks bias-related crimes motivated by perceived or actual age, economic status, social status, citizenship, marital status, or political affiliation or beliefs, and membership or activity in or on behalf of a labor organization or against a labor organization, to better understand and gauge community trends.

Non-criminal hate and bias cases are reported to HRNI in multiple ways:

- Direct report using the online form: <https://www.eugene-or.gov/2476>
- Via phone call (541.862.5177) or email to HRNI staff (hrni@ci.eugene.or.us)
- In person at the HRNI office (99 W 10th Ave., Eugene-OR 97401)
- Transferred from EPD when hate and bias cases reported to police are found to be non-criminal.

The Office of Human Rights and Neighborhood Involvement (HRNI) and EPD work collaboratively to review each hate crime reported to EPD to ensure accuracy and consistency in the reporting process. EPD provides victims with resources and assistance through HRNI. This relationship lends to the possibility of increased reporting of hate and bias incidents in Eugene.

The City of Eugene responds to hate and bias activity based on nationally recognized best practices. The City's response is victim directed and protects victim confidentiality when requested. Various people provide support depending on the circumstances and the expressed wishes of the victim. HRNI support is in accordance with the City of Eugene's Hate and Bias Incident Response Plan.¹ HRNI, EPD, the HRC, and community organizations regularly collaborate on hate and bias incident response by providing victims with referrals to other agencies for assistance, supporting Op-Ed articles and letters to the editor, alerts in neighborhood association

¹ <http://www.eugene-or.gov/DocumentCenter/Home/View/536>

newsletters and social media sites, assistance with connecting victims with the media, and criminal investigations where warranted.

The city of Eugene hopes to reduce hate and bias activity by training sworn EPD personnel and educating the community on how to report hate and bias activity. According to the 2010 Department of Justice Hate Crime Victimization Report, it was estimated that nationally 25-42% of hate crimes are reported to police.² Given this information, it is likely that the hate and bias incidents reported in Eugene represent only a fraction of the actual activity that is occurring. Through our efforts, we are now capturing a larger percentage of the activity occurring in Eugene than before. As the climate surrounding hate and bias activity evolves, the Office of Human Rights and Neighborhood Involvement (HRNI) works to prepare community members with resources and skills for addressing hate and bias when it occurs close to home

This is the ninth annual report on hate and bias activity and response, prepared by HRNI and EPD. The data collection methodology and format of reporting has been replicated consistently since the 2012 report which serves as a baseline for evaluation of reported hate and bias activity in Eugene.

² <http://www.bjs.gov/index.cfm?ty=pbdetail&iid=4614>

HRNI Community Outreach

In 2019, HRNI and the HRC organized several outreach activities to promote human rights and prevent hate and bias crimes and incidents including organizing events, offering training, and giving grants as co-sponsorship of activities organized by community partners.

In partnership with EPD, the Police Auditor's Office and the Bethel and Eugene 4J school districts, HRNI organized Safety Fairs in Spanish to increase trust between our Spanish-speaking community and local law enforcement agencies.

The HRC suggested and City Council unanimously passed a resolution declaring that White nationalism groups and activities are not accepted in Eugene.

The HRC's Homelessness Work Group organized showings and discussion of "Tony – The Movie" to raise awareness of protecting human rights of unhoused population in Eugene.

The HRC's WeCU work group advocated for and City Council approved the creation of a Multicultural Liaison position, which will help strengthen relationships between the City of Eugene government and our culturally marginalized communities.

HRNI staff and HRC members attended several public events to provide information about the City of Eugene programs on human rights and community engagement.

In December of 2019, the HRC organized a celebration of the Universal Declaration of Human Rights. The event included a presentation on the liberation of Dachau, Germany during WWII and a panel formed by people representing marginalized groups to discuss their experiences with hate and bias in Eugene and ideas for moving forward.

In addition to local activities, HRNI staff collaborated with the establishment of Oregon's hate crime hotline. The HRNI manager, Jen Van Der Haeghen, integrated a steering committee created to support the implementation of a statewide system to receive reports and support victims of hate crimes.

Human Rights Commission Grants

In 2019, the HRC awarded grants to support the following activities:

- International Human Rights Day Celebration
- Disorient Film Festival
- Tony – The Movie – public showing
- Movie series on White Nationalism - Showing Up for Racial Justice
- NAACP Memorial Day gathering
- Resource Fair – Network Charter School
- NAMI Lane County annual dinner

Eugene Police Department (EPD) Community Outreach

In 2019, EPD, Police Commission and community groups and individuals worked on the development of a Statistical Transparency of Policing (STOP) program, which resulted in a report by the Oregon Criminal Justice Commission (CJC). The program tracks all police vehicle and traffic stops. The report found no evidence Eugene Police Department conducts traffic or pedestrian stops, enforcement actions, searches, or arrests in disparate proportions for Black or Hispanic populations. EPD has a longstanding training program for implicit bias, emphasis on professionalism, and strong cultural values for fairness and equity. The CJC report on EPD STOP data confirmed goals are being met and our community is experiencing professional service without discrimination towards any group.

Over the year, Chief Skinner and dedicated investigators provided outreach for Black, Hispanic, Jewish, and LGBTQ+ communities and worked with affected victims in wake of bias incidents and hate crimes.

The Eugene City Code prevents the use of City resources (money, equipment or personnel, including from Eugene Police) for immigration enforcement except to comply with court orders. The City of Eugene abides by Oregon law, not federal law, on immigration matters. On June 2019, the federal government announced that increased immigration enforcement would begin across the country. Soon after that announcement, Chief Skinner issued a statement to the community affirming that Eugene Police Department has had and will continue to have a prohibition on using its resources, whether personnel or other, for immigration and customs enforcement efforts. The statement was posted online and on social media in Spanish and in English. The federal government plans caused fear and uncertainty for some in our Eugene community. Besides upholding resolutions, ordinances, and laws, EPD works to make sure that people feel safe to report crime, be a witness, and engage with the community without fears of immigration enforcement. Chief Sinner has asked all EPD employees to uphold this commitment, reflecting the same values the City of Eugene holds regarding this matter.

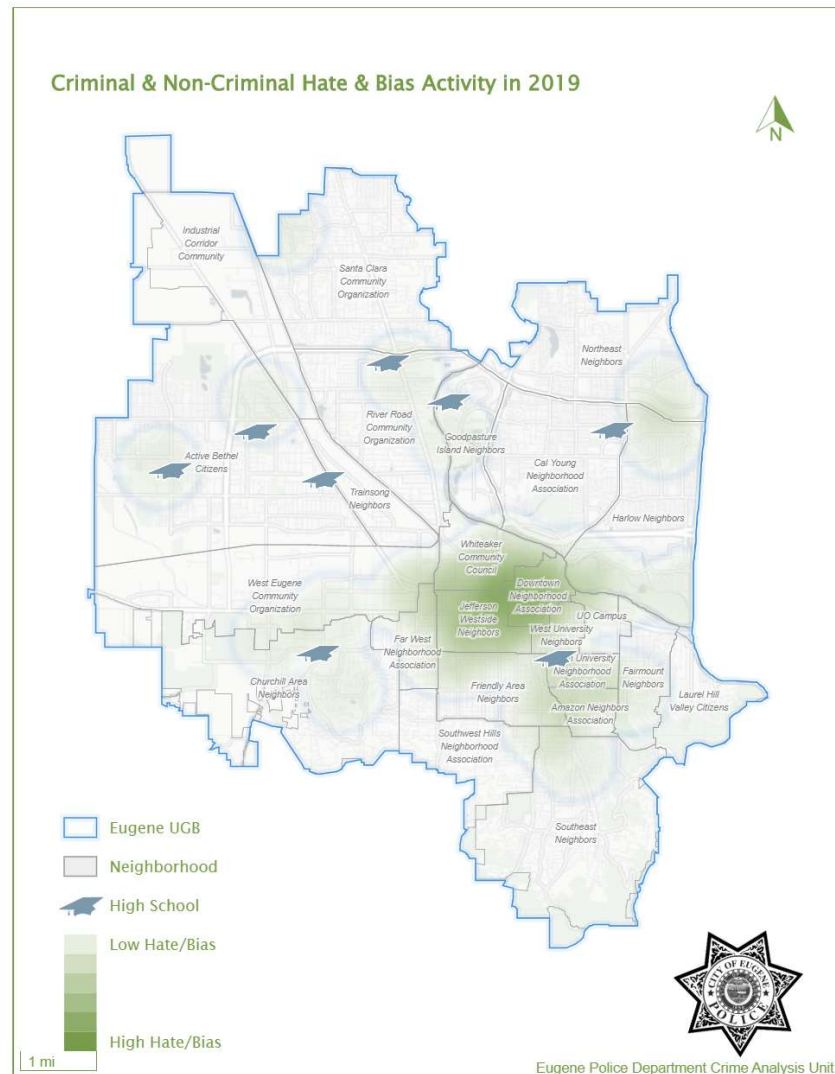
To listen from the community directly, Chief Chris Skinner held *Meet the Chief* Events in many neighborhoods. Additionally, EPD supported several community outreach efforts including the National Night Out and increased advertisement in Spanish.

2019 Hate and Bias Crimes and Incidents at a Glance

This report includes 66 hate and bias cases occurred in 2019. Of those, 48 were categorized as hate crimes and 18 as non-criminal incidents. In 2018, 81 cases were reported. Of those, 47 were criminal and 34 non-criminal cases. **These numbers reflect an annual decline of 18% in reported hate and bias activity, which is due to a sharp decrease in reported non-criminal incidents.**

In 2019, African Americans were the group most affected by physical violence and by intimidation, and the Jewish community was the main target of vandalism. African Americans were also the main target of non-criminal incidents. Hate activity against the Latino/Hispanic and the LGBTQ+ communities declined.

The distribution of hate and bias incidents did not change from previous years and central neighborhoods continue to be the most impacted areas.



Reporting Methodology

The 2019 Hate and Bias Report includes criminal and non-criminal activity reported to EPD and HRNI. The report provides a statistical snapshot of reported hate and bias incidents to inform efforts to combat bias-motivated activity in the city of Eugene. The report provides policymakers and community members with information to plan efforts on education, prevention, intervention, victim assistance, and policy advocacy.

Bias and hate crimes and incidents are reported based on the actual or perceived association of victims with a protected class status. This is the complete list of protected classes at the city of Eugene:

Federally protected classes

- Age
- Skin color
- Disability
- Ethnicity
- Marital or Domestic partner status
- National origin
- Race
- Religion

State of Oregon protected class*

- Sexual Orientation and gender identity

City of Eugene protected classes*

- Familial status
- Housing status**
- Source of income

* State and local protected classes are in addition to Federally recognized protected class categories.

**For tracking purposes only, not include as a protected class in the City of Eugene Code.

Definition of Hate and bias Crimes

A hate crime is any criminal act or attempted criminal act directed against a person or persons based on the victims' actual or perceived association with a protected class. The definition of crime is that presented in Criminal Code of Oregon.

Examples of hate crimes include:

- Acts which result in injury, even if the injury is minor
- Threats of violence that could be carried out
- Acts resulting in property damage
- Any criminal act or attempted criminal act, including property damage, directed against public or private agencies.

Definition of Hate and bias Incidents

Hate and bias incidents are like hate crimes in that the act is directed against a person or persons based on the victim's actual or perceived association with a protected class. The

difference between a hate incident and a hate crime is that a hate incident is a non-criminal act. Examples of hate incidents include:

- Circulating offensive material such as hate flyers placed on windshields or thrown on lawns.
- Posting hate materials that does not result in property damage.
- Displaying hate graffiti in public places which is not directed against a specific target (e.g. an epithet on a vacant building or highway overpass).

Underreporting of Hate Crimes

The National Crime Victimization Survey, prepared by the U.S. Department of Justice, indicated that 54% of hate-motivated incidents were not reported to law enforcement during 2011-2015.³ According to survey respondents, reasons for not reporting hate-motivated incidents include: judging incidents not important enough to be reported to police; feeling that police would be unable to help the victim; fear that police would not bother to get involved; and fear that reporting the incident would bring more trouble for the victim.

Another potential reason for underreporting is the existence of multiple law-enforcement jurisdictions within city limits such as those operated by universities and colleges. Hate-motivated violence that occurs in facilities outside of city's jurisdiction may not be formally identified as hate crimes, even if those facilities are within city limits. Therefore, it is reasonable to assume that the hate crimes reported in this document likely represent only a portion of hate crimes committed in Eugene during 2019.

The City of Eugene is trying to minimize reasons for underreporting by giving visibility to the issue via publications and events, by promoting outreach to marginalized communities, and by engaging city officials in response efforts. Additionally, the publication of this annual report contributes to increased community awareness of hate and bias activity, which might promote more community participation in the efforts to make Eugene a safe and welcoming community for all.

Understanding the Numbers

Unless otherwise noted, all numbers in this report refer to cases, rather than victims and perpetrators.

- The sum of cases reported by protected class categories may differ from the total number of cases. That is a result of some cases being related to more than one protected class. For example, when we report impacted communities, those might include victims targeted due to religion and ethnicity at the same time.
- In alignment with how the bias crime statutes are written, we report the perpetrators' intended target group instead of relying on the actual identity of the victim as a proxy. This accounts for cases in which the actual identities of the victims are not specified or

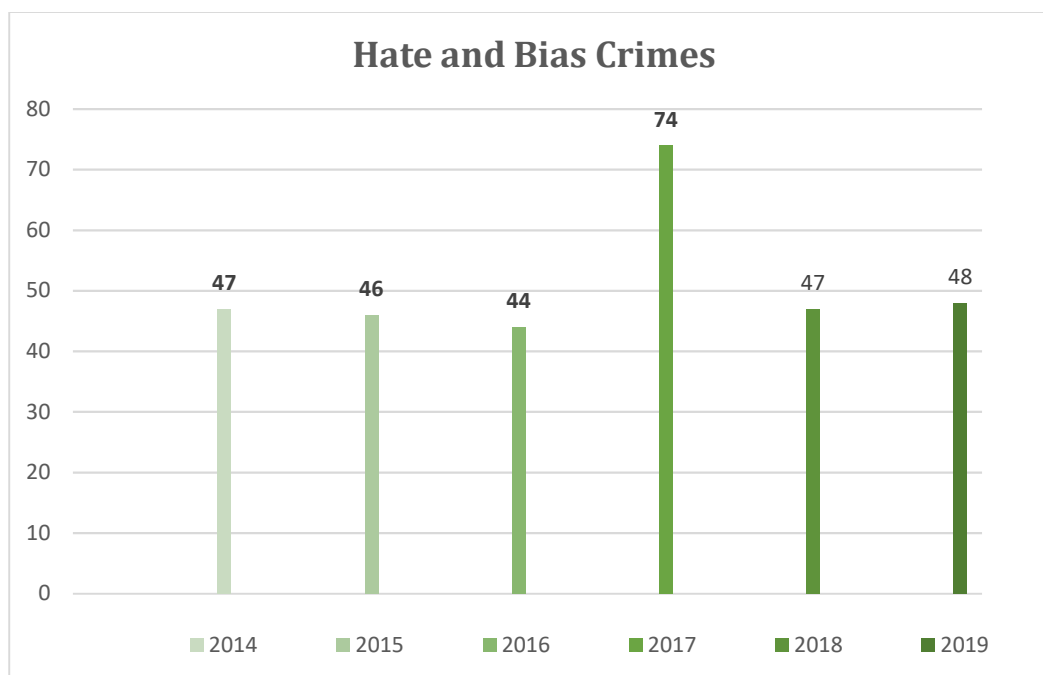
³ U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, Special Report: Hate Crime Victimization Statistical Tables, 2014 – 2015 June 2017.

where the victim's identity is mistaken. For example, when a Latino victim is perceived by the perpetrator as African American.

- This report does not include potential human rights violations committed by Eugene Police Department employees. If a case involves EPD personnel, it will be included in the Eugene Police Auditor's Report. See the Related Reports section for details.
- When the person filling a report does not wish to be contacted and does not include enough information, HRNI may be unable to determine the group associated with the victim(s) of a hate and bias incident. In such cases, the impacted group may be listed as unknown.
- It is important to note that fluctuations in data from one year to the next does not necessarily indicate trends. Sometimes, an increase one year follows a notable decrease the previous year. Multi-year data provide a better sense of trends.
- The report may not reflect the actual outcome of the investigation of individual cases. We receive the original police incident report for cases in which the investigation may be ongoing. We may review it and include it before the investigation is completed or charges are filed. Therefore, the number of hate crimes reported here may differ from the numbers reported by EPD to the FBI's hate crime statistics.
- Some numbers referring to hate crimes committed 2014-2018 have changed since last year's report due to an ongoing process of updates and corrections.
- In this report, we classified the swastika as anti-Jewish when found in isolation. Cases where a swastika and racialized graffiti were both present were categorized as multi-racial.

Hate and Bias Crimes

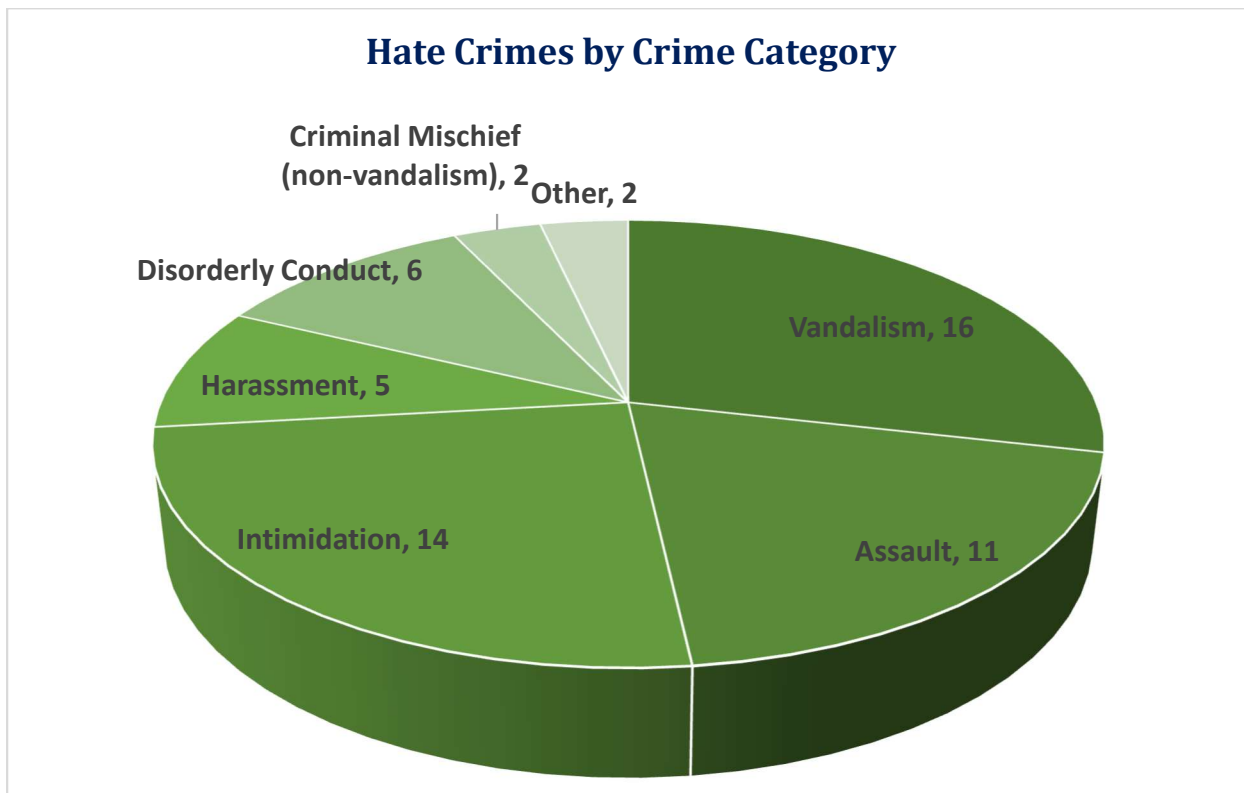
In 2019, 48 hate crimes were reported to EPD, which is a number close to those recorded annually from 2014 to 2018 except for 2017, which was an outlier. The sharp increase recorded in 2017 was likely related to temporal factors (i.e. results of the 2016 election, increased occurrence of people acting on hateful beliefs, current national discourse, increased motivation to report, etc.) and not to a sustained increase in hate activity in Eugene or a result of changes in how EPD reports hate crimes, which occurred in 2017.⁴ Cases reported in the first quarter of 2020 are close to the average of the same period in the past four years. If this trend continues until the end of the current cycle, we can assume a continuation of historic hate crime levels being recorded in Eugene. EPD, HRNI, and the Human Rights Commission will monitor the monthly reports in 2020 to identify changes in patterns and adjust how to respond to significant variations.



Vandalism, assault and intimidation were the most common types of crimes reported to EPD in 2019. When language or activity goes beyond the protections of free speech it may become criminal. Most criminal vandalism was related to swastika graffiti. The presence of hate graffiti is not always classified as a hate crime as by definition a crime must have a victim. If hate

⁴ In 2017, EPD altered their strategy in recording hate-related vandalism reports and in some cases, officers took reports of graffiti when they witnessed the vandalism. In previous years, reports for vandalism and graffiti were recorded only when they were reported by the public.

graffiti is found in high traffic public spaces, schools or is directly reported by a person who felt victimized it is included in this report.



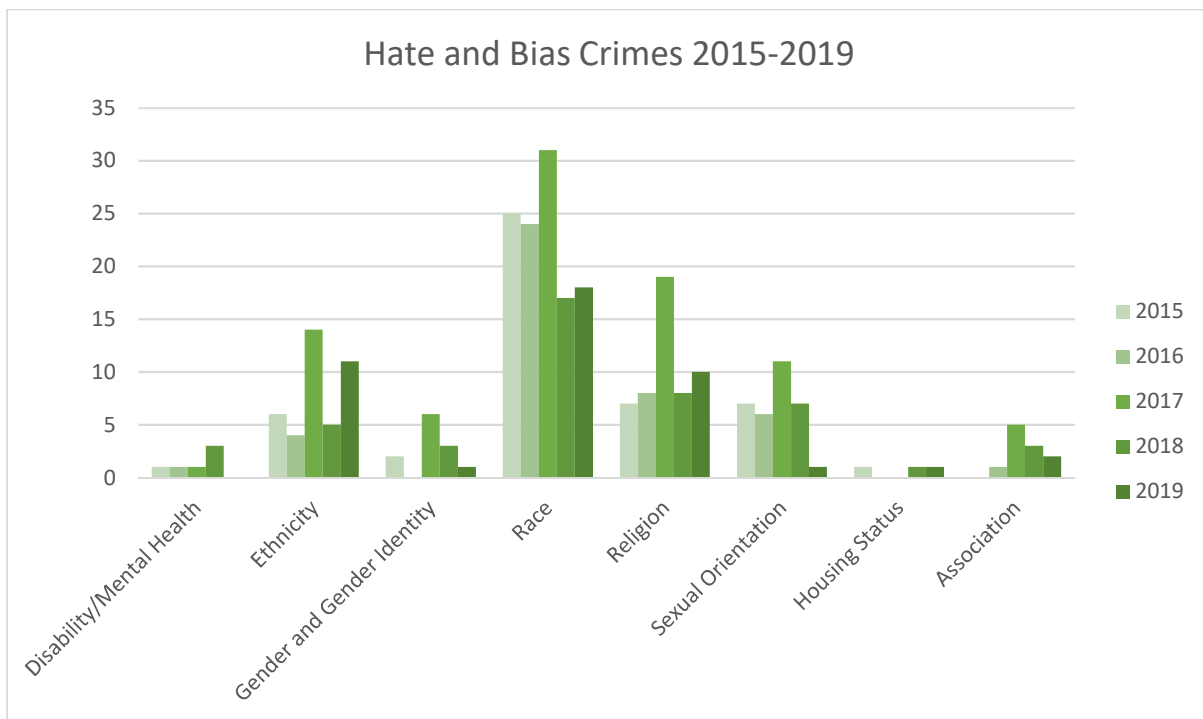
There were 11 incidents involving physical violence in 2019. In the past four years, violent crimes have oscillated between 10 and 12 cases. Crimes involving physical violence made up 20% of hate crimes in 2019. Of the 48 crimes reported in 2019, arrests were made in 14 cases, 6 cases remain open or pending, and 28 were suspended or inactive with no more leads. In 2019, of the charges cleared by arrest, 11 were motivated by race, 1 by sexual orientation, and 2 by ethnicity.

Motivation of Hate Crimes

Consistent with the previous years, race continues to be the leading motivating factor of hate crimes reported in Eugene. In 2019, 21 reported cases were motivated by the perceived race of the victims. For comparison, the public reported 17 hate crimes related to race in 2018, 31 in 2017, 24 in 2016, and 25 in 2015. Reported hate crimes motivated by Religion is slightly higher than the historic average for this motivating factor. Crimes motivated by the sexual orientation of the victims decreased considerably to 1 case in 2019 versus 11 in 2017 and 7 in 2018. Cases motivated by political association and by gender or gender identity reflect a similar decreasing trend. Crimes related to ethnicity more than double in relation to 2018. No hate crime motivated by disability was recorded in 2019. Table 1 illustrates the complete list of motivating factors for hate crimes reported in Eugene in 2019.

Hate Crimes by Protected Class, Eugene, Oregon, 2019

Category	Cases
Race	21
Religion	10
Sexual Orientation	1
Ethnicity	12
Association	2
Gender Identity	1
Income	1
Total	48



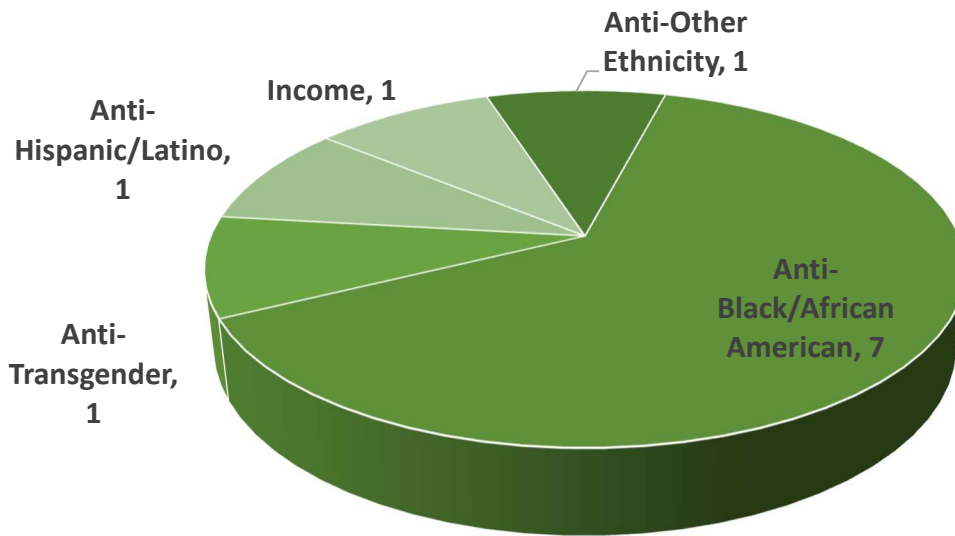
Impacted communities

As in previous years, Black and African American people remain as the most impacted communities by hate crimes despite representing less than 2% of Eugene's population⁵. Of the 21 reported race-related hate crimes, 17 were committed against African American community members. Of the 48 hate crimes reported in 2019, 33 targeted people based on race and ethnicity, which results in racial and ethnic minorities being the most impacted group. Hate crimes against LGBTQ+ community members were significantly lower in 2019 when compared to the previous year.

Communities Affected by Hate Crimes in Eugene, Oregon, 2019	
Affected group	Cases
Black/African American	17
Jewish	9
Hispanic/Latino	6
Other ethnicity/ancestry	5
Multi-racial group	3
Political affiliation	2
Arab	1
Homosexual male	1
Transgender	1
Homosexual female	0
Physical disability	0
White	0
Hawaiian/Pacific Islander	0
Islamic/Muslim	0

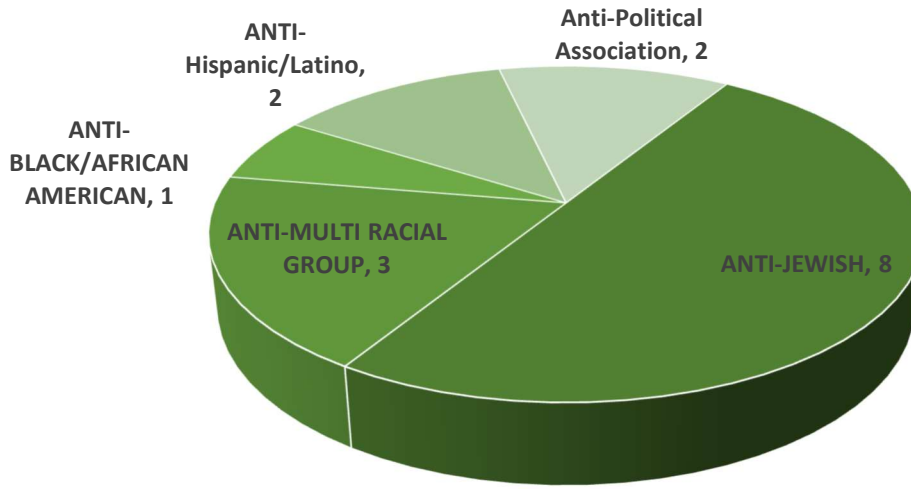
⁵ US Census Bureau Quick Facts - <https://www.census.gov/quickfacts/fact/table/eugeneoregon/PST040217>

Communities Impacted by Physical Violence in Eugene, 2019



Of the 11 hate crimes involving physical violence in 2019, nine were motivated by the race and ethnicity of the victims. African Americans were the main target despite representing just 1.7% of the Eugene population. LGBTQ+ community members, which had experienced a spike in violence in 2018, were victimized in one of the reported cases in 2019. In 2018, the percentage of physical violence cases motivated by the sexual orientation of the victims more than doubled in comparison to 2017. While we welcome the reduction in reported violence against LGBTQ+ community members, the data available does not allow the determination of what has caused such reduction.

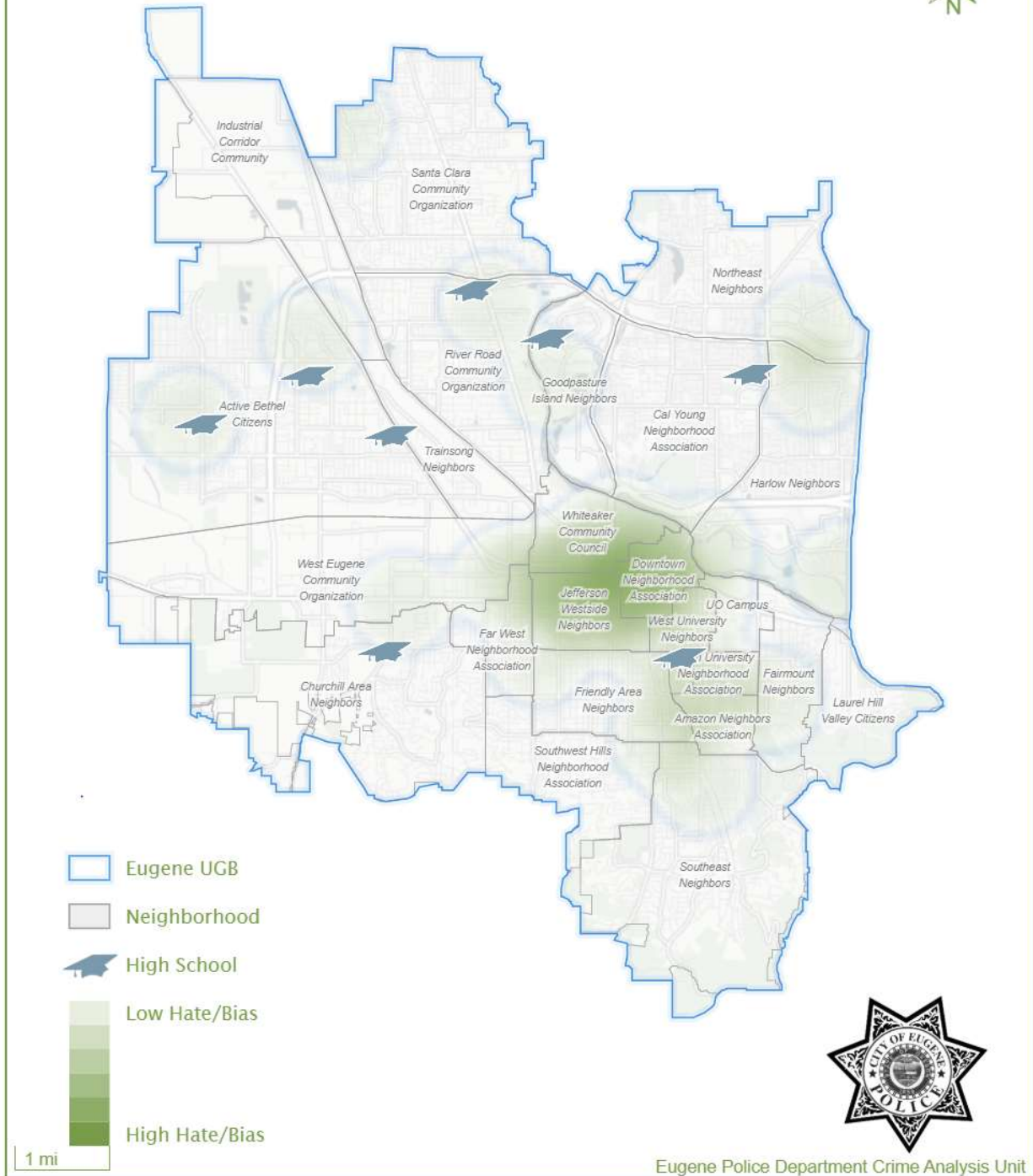
Criminal vandalism by impacted community, Eugene, 2019



In 2019, criminal vandalism targeted primarily the Jewish community and other racial and ethnic groups. Two of the 16 cases were based on political association. All anti-Jewish crimes were reports of swastika graffiti. In this report, we classified the swastika as anti-Jewish when found in isolation. Cases where a swastika and racialized graffiti were both present were categorized as multi-racial. Swastikas are being used across the country as a symbol of White supremacy and hate against other groups. For example, it has been used against immigrants, Blacks, Muslims, and LGBTQ+ people.”⁶

⁶ Swastika use is on the rise, but among those who understand it least.
<https://www.usatoday.com/story/news/politics/2017/08/13/swastika-use-rise-nazis-trump-charlottesville-violence/104488402/>

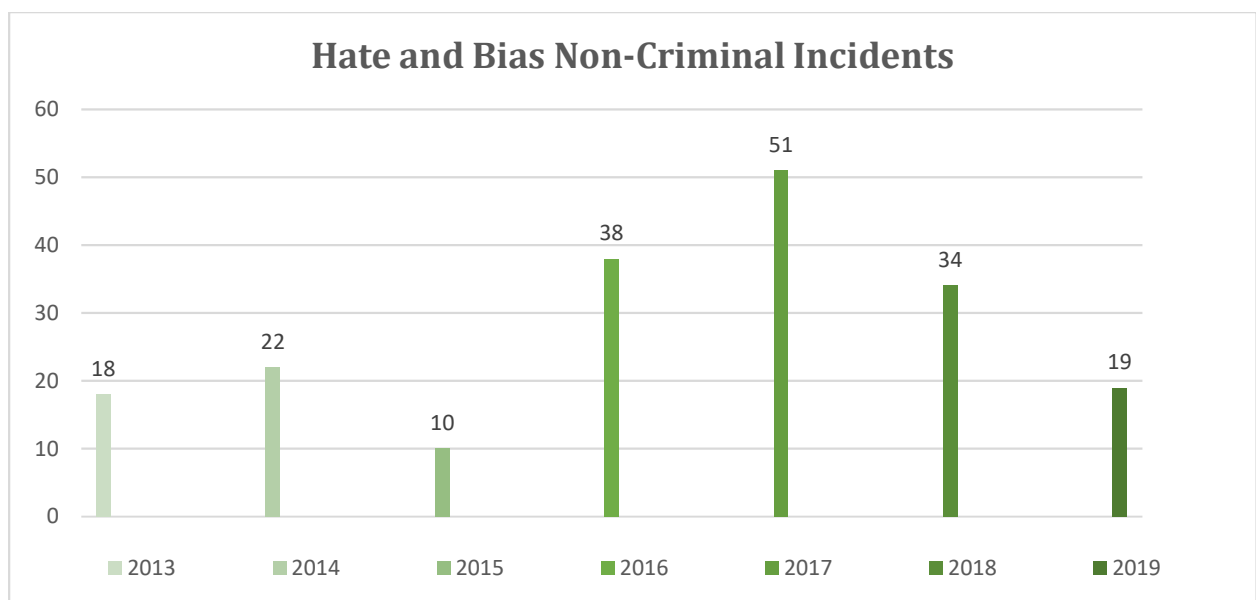
Criminal Hate & Bias Activity in 2019



Hate and Bias Non-Criminal Incidents

Non-criminal incidents motivated by hate and bias have a detrimental impact on our community. Although the City of Eugene is not required to report non-criminal incidents motivated by hate and bias, we do so to reinforce the message that hatred and bigotry are not acceptable. HRNI staff in cooperation with the HRC, partner agencies, and community allies track such incidents and provide support to impacted communities. By doing so, we inform our local government actions to increase safety and inclusivity in Eugene.

When the person filling a report does not wish to be contacted and does not include enough information, HRNI may be unable to determine the group associated with the victim(s) of a hate and bias incident. In such cases, the impacted group may be listed as unknown.



Non-Criminal Reports by Primary Protected Class, 2019

Hate Factor	Cases
Race	9
National Origin	1
Religion	3
Ethnicity	2
Sexual Orientation	4
Gender and Gender Identity	0
Employment	0
Association	0
Disability/Mental Health	0
Housing	0
Marital/Familial Status	0
Source of Income	0

Non-Criminal Reports by all Protected Classes, 2019*

Hate Factor	Cases
Race	12
National Origin	3
Religion	6
Ethnicity	7
Sexual Orientation	6
Gender and Gender Identity	2
Employment	2
Association	1
Disability/Mental Health	1
Housing	0
Marital/Familial Status	0
Source of Income	0

*A case may be counted more than once if it can be included in more than one category.

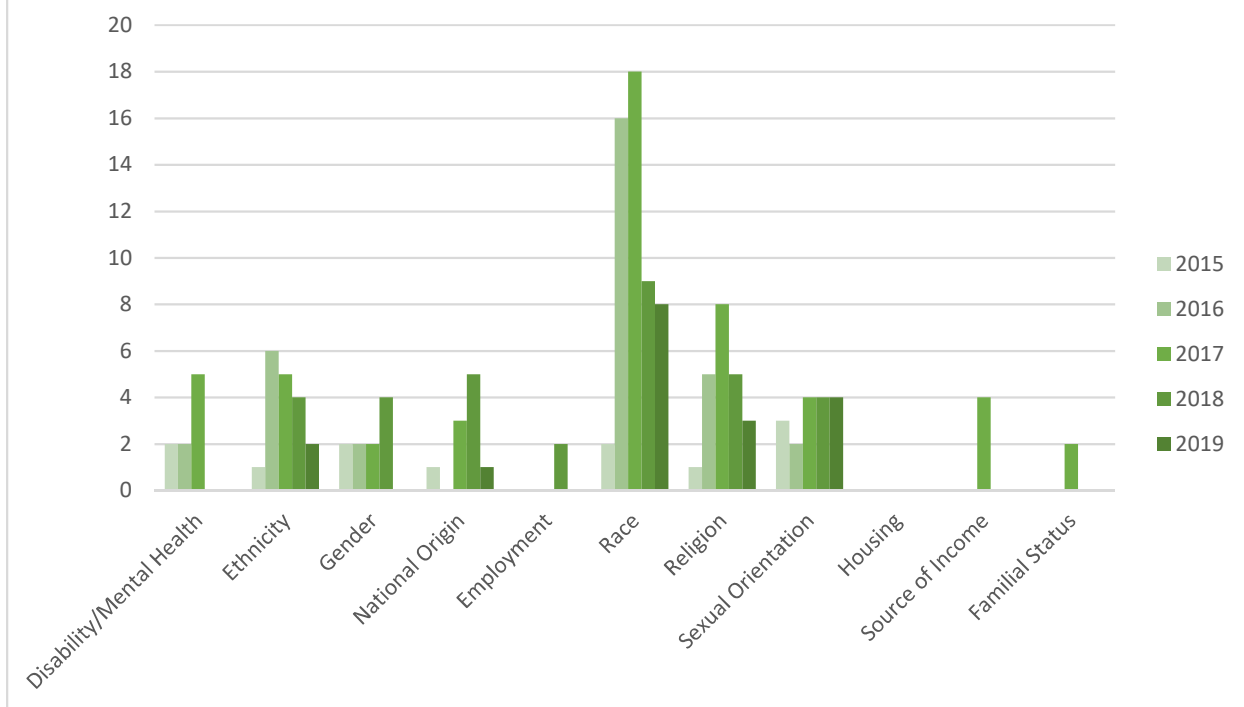
There were 19 non-criminal hate and bias incidents reported to HRNI in 2019 confirming a trend of declining reports since 2017. There was a total of 34 non-criminal bias incidents reported to HRNI in 2018 and 51 reports in 2017. Some of the reports made to HRNI in 2019 may have been criminal in nature, but the victims or witnesses chose not to file police reports. Thus, those reports have been captured in the non-criminal numbers.

Race and ethnicity continued to be the most frequently reported motivating factors for non-criminal bias incidents. This remains consistent with trends in Eugene and is consistent with federally reported statistics on hate and bias crimes. In 2018, Latinos and/or Hispanics replaced African Americans as the most targeted group of non-criminal hate and bias activity. In 2019, incidents targeting African Americans were more frequent, which is consistent with historical statistics on non-criminal incidents based on race and ethnicity. This further illustrates the disproportionality experienced by African Americans, which are just 1.7% of the local population.

Non-Criminal Reports by Targeted Group

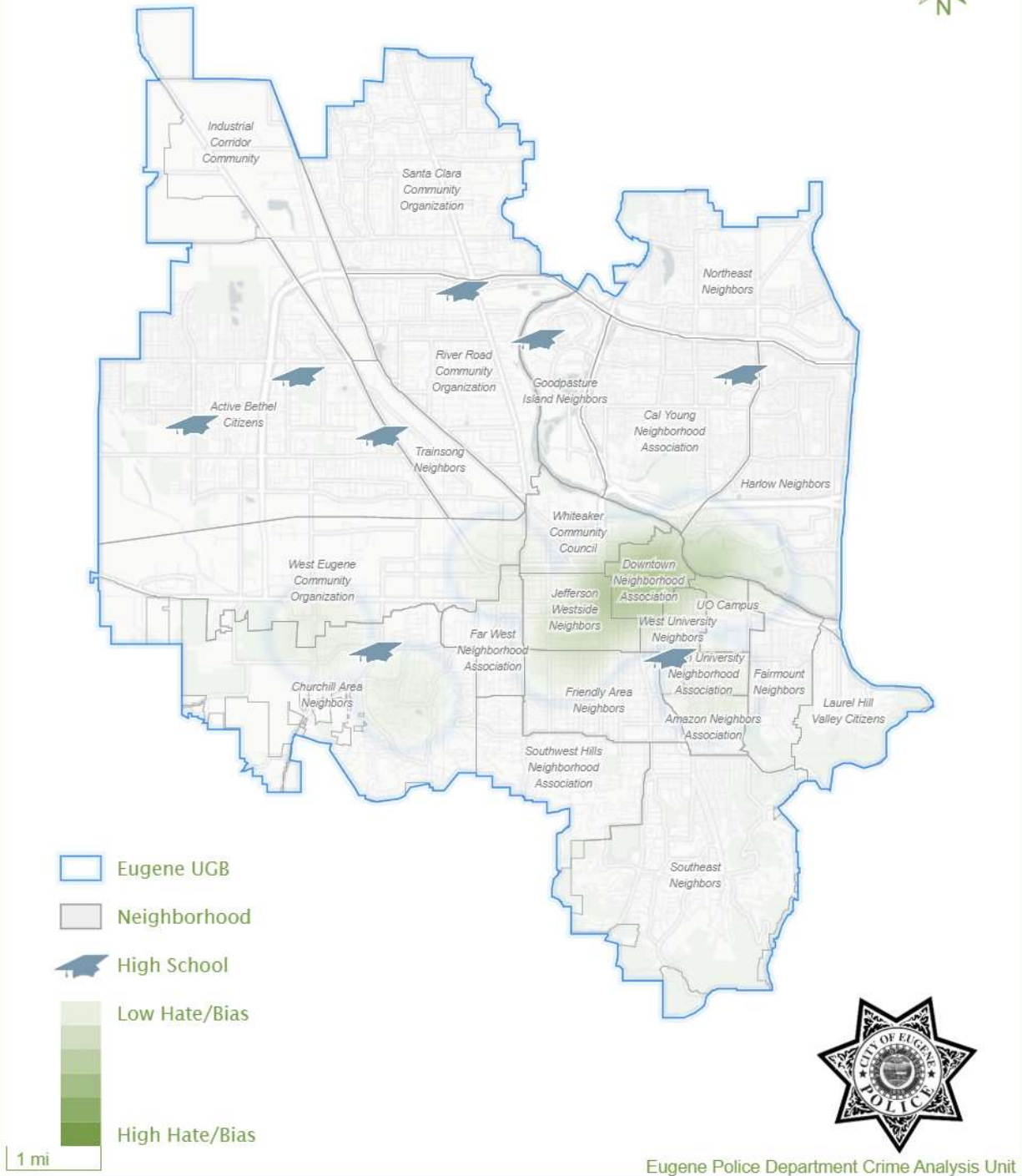
Group	Cases
Latinos/Hispanic	3
LGBTQ	3
Jewish ⁷	3
Asian	1
Blacks/African American	4
Native American	0
White/Caucasian	0
Unknown	4

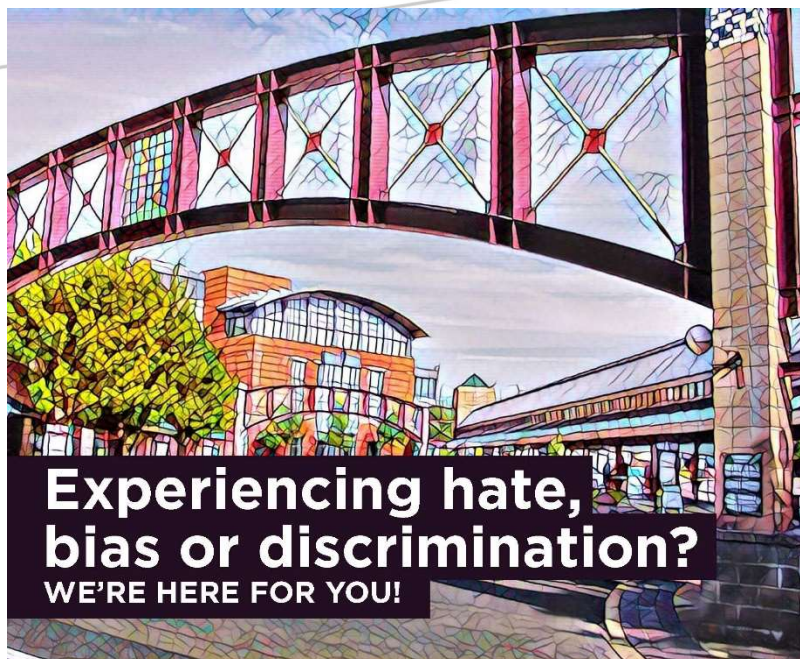
2014-2019 Non-Criminal Reports



⁷ Cases of swastika graffiti found in isolation of other hate speech were classified as anti-Jewish

Non-Criminal Hate & Bias Activity in 2019





File a report and access resources in Eugene with the Office of Human Rights & Neighborhood Involvement:

- CALL 541-682-5177
- STOP BY our office at
99 W. 10th Ave, Suite 117
(10AM-12PM & 1-4PM Monday to Friday)
- GO TO Eugene-or.gov/ReportHate

If you are in immediate danger call 911.

You can also report crimes
to the Police
non-emergency line:
541-682-5111.



Reporte su experiencia y haga uso de los recursos de la Oficina de Derechos Humanos y Participación Vecinal:

- LLAME al 541-682-5177
- VISITE nuestra oficina, localizada en el
99 W. 10th Ave, Suite 117
(10AM-12PM y 1-4PM lunes a viernes)
- EN EL INTERNET visite la dirección web: Eugene-or.gov/ReportHate , en la línea azul superior derecha, haga clic en "Ver en Español"

Si está en peligro inmediato llame al 911.

También puede reportar
crímenes al teléfono
541-682-5111 para no
emergencias del
Departamento de
Policía de la
Ciudad de Eugene.



Related Reports

Police Auditor's Office Process

The City of Eugene employs an Independent Police Auditor to investigate allegations of misconduct against police officers, analyze trends of complaints and recommend improvements to police services in the city. Eugene City Code designates the Police Auditor's Office as the intake point for all complaints against employees of EPD. For more information on the Police Auditor's Office's and to review their annual report, visit this link: <https://www.eugene-or.gov/1039/Police-Auditor>

University of Oregon Annual Crime Report

The University of Oregon is a significant part of the Eugene community, and employs its own police jurisdiction. By federal law, each law enforcement jurisdiction reports hate and bias crimes back to the federal government. Along with its strong commitment to a safe, inclusive and welcoming campus, the University of Oregon is taking active steps to address hate and bias incidents on or near its campus. The University of Oregon Police Department (UOPD), as part of an educational institution, is also required to complete an annual report in compliance with the Clery Act. The University of Oregon 2019 annual report has been published and is available for download at this website: <https://police.uoregon.edu/annual-report>.

The UO did not report hate crimes on any of its campuses in 2019. In 2017 and 2018, one on-campus simple assault incident characterized by sexual orientation was reported for each year. In 2016, one on-campus intimidation incident characterized by racial bias and two vandalism incidents characterized by religion bias were reported.

Looking Ahead

By the time this report was completed, several community members had expressed a sentiment that hate activity against community members of Asian Descent had increased due to the characterization of the novel coronavirus as a Chinese virus. Although no criminal cases had been recorded with EPD, HRNI has received reports of incidents that were criminal in nature. We will continue to support victims and promote reporting to police, which can prompt investigations to identify and punish aggressors.

Since January 1, 2020, Oregon has a hot line for people to report hate crimes and bias incidents created with passage of SB-577 in 2019. The Oregon Department of Justice requires all law enforcement agencies to report local cases to the state. We expect that statewide reporting will contribute to raise awareness of hate and bias activity, increase reporting, and better support to victims. HRNI will continue collaborating with the state via participation of HRNI staff in the Oregon's Hate and Bias Steering Committee.

The number of reported hate and bias crimes and incidents during 2019 indicates that hate and bias activity in Eugene is experiencing a declining trend. Yet, we know that one hate and bias case is too many. For this reason, the City of Eugene will continue its efforts to prevent and respond to hate and bias activity. HRNI, EPD, and the HRC will work collaboratively to strengthen partnerships with community groups and other agencies to deliver on the City Council commitment of making Eugene “a welcoming, inclusive and safe community for everyone” ([City Council of Eugene, Resolution 5174](#))⁸. To support the goals listed in Resolution 5174, HRNI is currently working on the following initiatives:

- Offering training to neighborhood associations and community groups interested in using the Hate and Bias Prevention and Response Toolkit⁹
- Supporting community events with grants awarded by the Human Rights Commission¹⁰
- Continue to implement the Language Access Initiative with other city departments to increase accessibility to city resources for people with limited English proficiency, which includes translating sections of the city website to Spanish.¹¹

⁸ Available for download at <https://www.eugene-or.gov/DocumentCenter/View/30171>

⁹ Interested parties may sign up for a training at <https://www.eugene-or.gov/4061>

¹⁰ Event organizers may learn about the grant guidelines and request support at <https://www.eugene-or.gov/2377>

¹¹ Content in Spanish is available here: <https://www.eugene-or.gov/4056>

- Trainings all City of Eugene staff on the Belonging program, which addresses culture-sensitive customer service, respectful workplace, and community engagement among other topics.

In addition to the above initiatives, HRNI supports the work of the Human Rights Commission, which advises City Council on human rights issues and related policies. The HRC meets 5:30-7:30 on the third Tuesday of every month (except August) at the Sloat Room in the Atrium building, located at 99 W 10th Ave., Eugene-OR. All are welcome to attend the meetings and provide public comments, including suggestions on how the City of Eugene can improve its programs and policies that promote human rights and support victims of hate and bias.

Links to Related Resources

City of Eugene annual hate and bias reports: <https://www.eugene-or.gov/3643/Hate-and-Bias-Report>

City of Eugene Hate and Bias Response Plan: <https://www.eugene-or.gov/DocumentCenter/View/46329/Hate-and-Bias-Response-Plan-05-13-19->

Hate & Bias Response and Prevention tool kit: <https://www.eugene-or.gov/4061/Hate-Bias-Prevention-and-Response-Toolki>

Eugene Police Policy on Bias Crimes: <https://www.eugene-or.gov/ArchiveCenter/ViewFile/Item/4310>

Oregon's Hate Crimes Resources: <https://www.doj.state.or.us/oregon-department-of-justice/bias-crimes/about-the-law/>